

REMARKS

Claims 1-33 are now pending in the application. The Examiner is respectfully requested to reconsider and withdraw the rejections in view of the remarks contained herein.

REJECTION UNDER 35 U.S.C. § 102 & § 103

Claims 1-10 stand rejected under 35 U.S.C. § 102(b) as being anticipated by D'Alessandro (U.S. Pat. No. 6,556,974). Claim 1 stands rejected under 35 U.S.C. § 102(e) as being anticipated by Friedman (U.S. Pat. No. 6,591,256). Claim 11 stands rejected under 35 U.S.C. § 103(a) as being unpatentable over D'Alessandro (U.S. Pat. No. 6,556,974) in view of obviousness. Claims 14-33 contain a method and system with the same limitations as those of Claims 1-13. Claims 14-33 are rejected by the same art used in Claims 1-23. In view of the comments herein, these rejections are respectfully traversed.

The Office Action, in referencing columns 5 and 6, states that the D'Alessandro reference teaches the measurement of pulse. Applicant traverses this characterization. As stated in paragraph 12 of the specification of the instant application, "A pulse measurement is defined herein as a metric that is used to track the overall vitality or energy level of the members of an organization. The pulse measures three components of the work environment: the pace of work, efficiency of work, and job satisfaction. It has been found that these three components work together to dramatically influence individual performance and, therefore, the efficiency of an organization". While Applicants acknowledge the references teach recording responses

to survey questions related to business functions, none of the references teach measuring the "pulse" measurement of an employee as claimed and defined in the instant application.

CONCLUSION

It is believed that all of the stated grounds of rejection have been properly traversed, accommodated, or rendered moot. Applicant therefore respectfully requests that the Examiner reconsider and withdraw all presently outstanding rejections. It is believed that a full and complete response has been made to the outstanding Office Action, and as such, the present application is in condition for allowance. Thus, prompt and favorable consideration of this amendment is respectfully requested. If the Examiner believes that personal communication will expedite prosecution of this application, the Examiner is invited to telephone the undersigned at (248) 641-1600.

Respectfully submitted,

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